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6. The personnel status did not change much between 1 January and mid-October 1954. WTBG had an average labor force of 500 persons. The maximum authorized strength was 512 persons. This figure included 220 technical engineers working in laboratories and designing departments, 180 skilled laborers in workshops, 35 administrative employees in charge of house administration, cleaning and maintenance, 45 commercial employees working in the accounting office, procurement department, planning department etc, and 20 clerks in the library. In 1954, WTBG lost several qualified experts because of the new personnel policy.

None of these experts could be replaced by equally qualified personnel. Personnel to be hired were selected primarily for their SED membership and not for their technical qualifications. Among the leading personnel, there were engineers with experience from before and during the war. Many of the engineers who have been working for WTBG for two or three years can never be expected to become good development engineers. Furthermore it was unlikely that some of the engineers with post-war training would be qualified for leading positions in creative activities.

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7. Prior to late 1953, Knapp (fnu) the chief of the cadre department, was the only SED member holding a key position at WTBG. In October 1954, SED members in leading positions included:

Dr Zapff (fnu)	Plant manager
Knapp (fnu)	chief, cadre department
Equit (fnu)	chief, labor department
Merz (fnu)	chief, metallurgy department
Moeller (fnu)	chief, plant labor union
Mahler (fnu)	chief in charge of development

Other SED members were assigned as deputies to section chiefs. It was obvious that, probably by order of the Party, SED members were gradually taking over positions all over the plant without consideration of their qualifications. Previously there had been no SED members in the BGL except for some persons placed at the bottom of the list as substitutes. Later individual persons were gradually transferred from the BGL because of "social unreliability". Some of them were even discharged or arrested and were replaced by party members. In August 1954, a false statement made in a questionnaire finally gave the reason for the discharge of the BGL chairman and his replacement by an SED member.

8. The same tendency also became apparent in other departments of the enterprise. The Party had obviously initiated efforts to gain influence by getting more SED members into important positions. It was even discussed that, in order to reduce the power of the chiefs, measures should be taken to split up the large departments into smaller sections. It was expected that chiefs of smaller sections would be easier to control. It was extremely difficult to fight this party policy which was widely supported by ministerial authorities.
9. This development was received with indignation by all independently-thinking employees who feared a proletarianization of WTBG which, even under Soviet control, had held a high scientific technical level. The morale in offices and workshops had, therefore, dropped, and only because the German worker is basically not lazy, were the activities continued. Even for minor causes, individual party members were sharply criticized. On 8 October, when two leading persons of the IV Feinmechanik und Optik visited WTBG, all members were given the opportunity to air their complaints. The complainants' chiefs were not admitted. Since so many people had grievances, office hours for the "complaining session," originally scheduled from 0900 to 1100 hours, did not stop before 1600 hours. It could not be foreseen that any results would be obtained by these complaints which primarily concerned the unsatisfactory conditions at WTBG caused by the new managers. Quite a few old and qualified members wanted to leave the enterprise before they would become victims of the struggle for power.

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10. As a result of the low technical level and the low morale, delays occurred continuously in spite of the enormous efforts involved. Even those persons who had shown great initiative did just enough work to escape personal trouble. Because of these delays, the expenses for development projects greatly exceeded the planned figures. If this critical condition could not be eliminated, WTBG would lose its good reputation and consequently many customers.
11. A difficult situation was caused by the fact that some of the projects previously ordered by the Soviets could not be completed on schedule by late 1954. The Central Institute of Research and Techniques maintained that in 1955 no funds could be provided by the East German Government for these projects. It could not yet be foreseen whether the Soviet customers themselves would raise the prices fixed for these projects. In 1955 WTBG was, therefore, expected to face a very critical situation, which, however, might possibly give occasion for the release of the technical manager Dr Weller. Serious problems arose for the high frequency laboratory, since the Central Institute of Research and Techniques took the position that the development work so far carried out by this laboratory should be carried out by the RFT. Even the HV *Feinmechanik und Optik* took very little interest in a large high frequency development department maintaining that enough orders for measuring, control technical and optical instruments had been received to fully utilize the entire WTBG plant capacity. By October 1954, the high frequency laboratory with its 60 development engineers had received only two minor orders for 1955.
12. On the other hand, there were indications that WTBG will work exclusively on development projects for the Ministry of Interior. This tendency dominated in mid-October, and it was only because of the resistance of the HV *Feinmechanik und Optik* which feared the loss of an essential development station for projects in its own field, that these plans have so far not been realized.

1. Comment. For a list of key personnel of WTBG, see Annex.

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Annex to

List of Key Personnel of WTBG, Status 1 October 1954.

Plant manager	Dr Zapff (newly hired)
Technical manager	Dr Weiler (fnu)
Chief designer	Thielicke (fnu)
Chief, high frequency laboratory	Ing. Alfred Bahr (sick since January)
Chief, laboratory of measuring techniques	Zeumer (fnu)
Chief, laboratory of governor techniques	Boecking (fnu)
Documentation	Waikert (fnu) (newly hired)
Chief, mechanical workshop	Schumann (fnu)
Chief, switching workshop	Raschke (fnu) (newly hired)
Commercial manager	Meissner (fnu) (newly hired)
Chief accountant	Zahlmann (fnu)
Chief, procurement office	Schroeder (fnu)
Chief, personnel department	Bruno Knapp
Chief, labor department	Hans Equit
Plant security	Nowicki (fnu)
Chairman of labor union	Moeller (newly hired)
Chief, SED detachment	Mahler (fnu)

The following positions were newly established after 1 January 1954:

Chief, production department research and techniques	Mahler (fnu)
Chief, production	Karger (fnu)
Chief metallurgist	Mers (fnu)

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6. The personnel staff [redacted] had an average labor [redacted] 512 persons. This figure included 220 technical engineers working in laboratories and designing departments, 180 skilled laborers in workshops, 35 administrative employees in charge of house administration, cleaning and maintenance, 45 commercial employees working in the accounting office, procurement department, planning department [redacted]. In 1954, WTBG lost several qualified experts [redacted] a new personnel policy.

[redacted] None of these experts [redacted] could be replaced by equally qualified personnel. Personnel to be hired were selected primarily for their SED membership and not for their technical qualifications. Among the leading personnel, there were engineers with experiences from before and during the war. Many of the engineers who have been working for WTBG for two or three years can never be expected to become good development engineers. Furthermore it was unlikely that some of the engineers with post-war training would be qualified for leading positions in creative activities.

7. Prior to late 1953, Knapp (fnu) the chief of the cadre department, was the only SED member holding a key position at WTBG. In October 1954, SED members in leading positions included:

Dr Zapff (fnu)	Plant manager
Knapp (fnu)	chief, cadre department
Equit (fnu)	chief, labor department
Merz (fnu)	chief, metallurgy department
Moeller (fnu)	chief, plant labor union
Mahler (fnu)	chief in charge of development

Other SED members were assigned [redacted] deputies to section chiefs. It was obvious that, probably by order of the [redacted] SED members were gradually taking over positions all over the plant [redacted] consideration [redacted]. Previously there had been no SED members in the [redacted] For some persons placed at the bottom of the list as [redacted] individual persons were gradually transferred from the BGL because of "social unreliability". Some of them were even discharged or arrested and were replaced by party members. In August 1954, a false statement made in a questionnaire finally gave the reason for the discharge of the BGL chairman and his replacement by an SED member.

8. The same tendency also became apparent in other departments of the enterprise. The Party had obviously initiated efforts to gain influence by getting more SED members into important positions. It was even discussed that, in order to reduce the power of the chiefs, measures should be taken to split up the large departments into smaller sections. It was expected that chiefs of smaller sections would be easier to control. It was extremely difficult to fight this party policy which was widely supported by [redacted] and [redacted].

9. This development was received with indignation by all independently-thinking employees who feared a proletarianization of WTBG which, even under Soviet control, had held a high scientific technical level. The morale in offices and workshops had, therefore, dropped, and only because the German worker is basically not lazy, [redacted] continued. Even for minor causes, individual persons [redacted] 8 October, when two leading persons of the [redacted] WTBG, all members were given the opportunity [redacted] the complainant's chiefs were not admitted. Since so many [redacted] hours for the complaining session, originally scheduled from [redacted] did not stop before 1600 hours. It could not be foreseen that any results [redacted] obtained by these complaints which primarily concerned the unsatisfactory conditions at WTBG caused by the new managers. Quite a few old and qualified members wanted to leave the enterprise before they would become victims of the struggle for power.

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- development projects for the [redacted] [redacted]
[redacted], and it was [redacted]
[redacted] which feared the [redacted]
[redacted] held, that these plans have so far not been realized.

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Annex to

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List of Key Personnel of WTBG, Status 1 October 1954.

Plant manager	Dr Zapff (newly hired)
Technical manager	Dr Weller (fnu)
Chief designer	XXXXXXXXXX (fnu)
Chief, high frequency laboratory	XXXXXXXXXX (fnu) (since January)
Chief, laboratory of measuring techniques	XXXXXXXXXX (fnu)
Chief, laboratory of governor techniques	Boecking (fnu)
Documentation	Weikert (fnu) (newly hired)
Chief, mechanical workshop	Schumann (fnu)
Chief, switching workshop	Raschke (fnu) (newly hired)
Commercial manager	Meissner (fnu) (newly hired)
Chief accountant	XXXXXXXXXX (fnu)
Chief, procurement office	XXXXXXXXXX (fnu)
Chief, personnel department	XXXXXXXXXX (fnu)
Chief, labor department	XXXXXXXXXX (fnu)
Plant security	XXXXXXXXXX (fnu)
Chairman of labor union	Moeller (newly hired)
Chief, SED detachment	Mahler (fnu)

The following positions were newly established after 1 January 1954:

Chief, production department research and techniques	Mahler (fnu)
Chief, production	Karger (fnu)
Chief metallurgist	Merz (fnu)

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